



# EEO NEWSLETTER

July-September FY13  
4rd Quarter

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## MESSAGE FROM THE STATE EQUAL EMPLOYMENT MANAGER (SEEM)

Happy Autumn Everyone!

Last quarter the Equal Employment Opportunity (EEO) Office continued to provide annual EEO/POSH training to all Technicians and Federal Civilian employees to wrap up training for the FY.

The EEO staff and several Brigade Equal Opportunity Advisors attended the Diversity Leadership (Train the Trainer) course. The course prepared the participants to conduct training at their units to all levels of the organization about the value and practical reasons to promote diversity.

Diversity is an interesting topic because people need to realize diversity is so much more than just race, gender, and religion. When looking at diversity people and leaders need to consider factors such as age, ethnicity, physical ability, sexual orientation, marital status, appearance, educational background, recreational habits, parental status, and work experience just to name a few.

Diversity is a strength for an organization if it is managed. Leaders must not just recognize they have a diverse workforce, they must manage the diversity in the workforce or the diversity of the workforce may become a hindrance to the productivity of the organization.

There has been a personnel change in the EEO Office, CPT Coppage has left and was replaced by CPT Sider. I look forward to providing EEO and EO assistance to the Virginia National Guard.

Next quarter we will celebrate National Disability Employment Awareness Month and National American Indian Heritage Month.

Anyone can write and submit an article to be in the Newsletter. Please contact SGT Carpenter if you have an idea you would like to share.

Your SEEM,  
CPT Kervin Sider

### Quote of the Quarter:

When it is obvious that the goals cannot be reached, don't adjust the goals, adjust the action steps.

- Confucius

## EEO/POSH TRAINING FY13

EEO/POSH are mandatory training requirements conducted annually for all Technicians and Federal Civilian Employees. EO Training conducted at your unit can be counted as the yearly EEO requirement for dual-status (DS) technicians. A roster from the

DS technician's unit must be provided to the EEO office in order to receive credit.

The training is intended to improve/achieve equal opportunity within the organization and to eliminate and prevent conditions that adversely affect mission readiness.

The block of instruction is

two hours provided by PowerPoint, DVDs, facilitated discussion, and other approved training aids by the EEO Office.

**Other training offered by the EEO office includes: Diversity, Effective Communication, Focus Groups, and other facilitated training designed to enhance our workplace environment.**

## Women's Equality Day, August 26, 2013

The theme for 2013 is "Celebrating Women's Right to Vote"



**WOMEN'S**

**Equality  
Day**

**August 26**

### What is Women's Equality Day?

At the behest of Rep. Bella Abzug (D-NY), in 1971 the U.S. Congress designated August 26 as "Women's Equality Day."

The date was selected to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world's first women's rights convention, in Seneca Falls, New York.

The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women's continuing efforts toward full equality. Workplaces, libraries, organizations, and public facilities now participate with Women's Equality Day programs, displays, video showings, or other activities.

### Joint Resolution of Congress, 1971

#### Designating August 26 of each year as Women's Equality Day

WHEREAS, the women of the United States have been treated as second-class citizens and have not been entitled the full rights and privileges, public or private, legal or institutional, which are available to male citizens of the United States; and

WHEREAS, the women of the United States have united to assure that these rights and privileges are available to all citizens equally regardless of sex; and

WHEREAS, the women of the United States have designated August 26, the anniversary date of the passage of the Nineteenth Amendment, as symbol of the continued fight for equal rights: and

WHEREAS, the women of United States are to be commended and supported in their organizations and activities,

NOW, THEREFORE, BE IT RESOLVED, the Senate and House of Representatives of the United States of America in Congress assembled, that August 26th of each year is designated as Women's Equality Day, and the President is authorized and requested to issue a proclamation annually in commemoration of that day in 1920, on which the women of America were first given the right to vote, and that day in 1970, on which a nationwide demonstration for women's rights took place.

## COUNSELOR'S CORNER

### Contacting an EEO Counselor

If you believe that you have been the victim of discrimination, you generally have 45 days from the day the discrimination occurred to contact an EEO Counselor where you work or where you applied for a job. If the discrimination involved a personnel action (for example, a demotion or firing), you generally must contact the EEO Counselor within 45 days of the day the personnel action takes effect.

### EEO Counseling Process

Once you contact the agency's EEO Office, an EEO Counselor will talk to you about your rights and responsibilities and will take down some basic information about your situation.

This interview will take place within 30 days from the day you first contacted the EEO Office to request counseling (unless you participated in ADR or agreed to an extension of up to an additional 60 days). If you participate in ADR, the pre-complaint process is extended to 90 days.

In most cases, the EEO Counselor will give you the choice of participating either in EEO counseling or in an alternative dispute resolution (ADR) program, such as a mediation program. Not all problems are covered by an agency's ADR program, and the EEO Counselor

should be able to tell you whether yours is the type of situation that is covered. If it is not covered, then the Counselor will try to settle the matter informally.

If you do not settle the dispute during counseling or through ADR, you can file a formal discrimination complaint against the agency with the agency's EEO Office.

The Counselor will hold a final interview with you and then give you a notice with instructions about how to file a formal complaint. Upon receipt of Right to File a Formal Complaint you have 15 calendar days to reply to the notice that you wish to file a formal complaint.

### EEO Counselor's:

**COL Steven Swetnam:** J2, Sandston, 804-236-7912.

**MAJ Timothy Wine:** G6, Fort Pickett, 434-298-6258

**CPT Edward Harris:** 1030th Trans BN, Gates City, 276-386-9187

**CW3 Renate Long:** G4, Fort Pickett, BLDG 142, 434-292-8342

**CW2 Kelvie Fore:** FMS11, Lynchburg, 434-582-4933

**CW2 Cheron Puryear:** AASF,

Sandston, 804-236-7305

**SFC Elaine McCreary:** USPFO, Fort Pickett, 434-298-6238

**SFC Frederick Nicholas:** FMS 2, Sandston, 804-328-3035.

**SGT Omar-Nedal Huggi:** HSC 276th EN BN, Petersburg, 804-722-8904.

**SGT Latai Jones:** CIF, Richmond, 804-279-5239.

**SGT Jennifer Smith:** CSMS, Richmond, 804-722-8935

**TSgt Ira Jones:** Langley AFB, Hampton, 757-225-1028.

**SSG Joann Lindquist-Rucker:** USPFO, Fort Pickett, 434-298-6499

**SPC Kameliya Sapundzhieva:** AASF, Sandston, 804-236-7391

**Ms. Molicia Booker:** J1, Sandston, 804-236-7836

If you believe you have been the victim of discrimination, you have 45 days to contact an EEO counselor or the SEEM.

Interested in becoming a counselor, please contact the EEO office at 804-236-7896 or 434-298-6229.

## Hispanic American Heritage Month, Sept 15— Oct 15, 2013

The theme for 2013 is "Building Leadership: Embracing Cultural Values and Inclusion"

Hispanic Heritage Month begins on September 15, the anniversary of independence for five Latin American countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared its independence on September 16, and Chile on September 18. The term Hispanic or Latino, as defined by the U.S. Census Bureau, refers to Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. On the 2010 Census form, people of Spanish/Hispanic/Latino origin could identify themselves as Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or "another Hispanic, Latino, or Spanish origin." According to the 2010 Census, 50.5 million people or 16% of the population are of Hispanic or Latino origin. This represents a significant increase from the 2000 Census, which registered the Hispanic population at 35.3 million or 13% of the total U.S. population.

### Spanish Place Names

#### Hispanic heritage from coast to coast

Alcatraz Island, now part of the Golden Gate National Recreation Area, draws over a million visitors each year .



The Spanish were among the first Europeans to explore what is now the United States, and the first to found a permanent settlement here (St. Augustine, Florida, in 1565). From Alaska's Madre de Dios Island to Mexico, Maine, the United States is dotted with Spanish place names. Here are a few.

**Alamo:** meaning "cottonwood." This tall softwood tree gave its name to a number of U.S. places, including the memorable chapel-fort in Texas and the town of Los Alamos in New Mexico, where atomic bombs were produced.

**Alcatraz Island (California):** from "álcátraces," pelican. A sizable pelican population once lived on this rocky island in the San Francisco Bay.

**Boca Raton (Florida):** from "boca de ratones," a Spanish term applied to nearby inlets. It translates as "mouth of the mouse" (not "rat," which is "rata") and may refer to the jagged rocks at these inlets. It has also been suggested that "ratones" was a term used for the pirates who might hide in such a place.

**California:** The state was named for a mythical land described in a popular Spanish novel from around 1500, *Las sergas de Esplandián* (The exploits of Esplandián) by García Ordóñez de Montalvo.

**Cape Canaveral (Florida):** from "cañaveral," canebrake. The promontory NASA made famous takes its name from the thickets of cane that grow in sandy areas.

**Colorado:** "reddish." The state is named for the reddish color of mud found in the Colorado River.

In 1846, during the Mexican War, Commodore John Sloat captured the Mexican village of Yerba Buena and renamed it San Francisco.

**El Paso (Texas):** "passage." The border city of El Paso lies at a small gap between the Rockies and the Juarez Mountains of Mexico. This narrow passage has made the city a hub for both north-south and east-west travel.

**Florida:** "Flowery." Some say that Spanish explorer Ponce de Leon named the land for the Spanish term for Easter, Pascua de Florida (Flowery Feast), because he first saw the land during the Easter season. Others believe he named it for the area's lush flowers.

**Fresno (California):** "ash tree." The central Californian city and county are named for their abundant ash trees.

**La Brea (California):** "tar." The tar pits in this famous part of Los Angeles have yielded amazing fossils for more than 100 years.

**Las Cruces (New Mexico):** "crosses." The city is named for the burial ground of some 40 travelers who were killed by Apaches in 1830.

For more information visit: <http://www.factmonster.com/spot/spanishnames.html>



## UPCOMING EVENTS

### **National Disability Employment Awareness Month, October 1-31, 2013.**

The theme for 2013 is "Because We Are EQUAL to the Task."

Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities.



NDEAM's roots go back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." Upon its establishment in 2001, ODEP assumed responsibility for NDEAM and has worked to expand its reach and scope ever since.

### **American Indians Heritage Month, November 1-30, 2013**

The theme for 2013 is "Guiding Our Destiny with Heritage and Traditions."

#### **Art, Life and the Reservation Today**

More than half of all Native Americans living in the United States reside in urban areas such as Seattle, Portland, and Las Vegas. In fact, the largest urban population of Native Americans can be found in Los Angeles, California. While this means the majority of Native Americans live in cities, Native Americans are also the demographic group with the lowest percentage of urban dwellers among all United States demographic groups. In short, more Native Americans live in rural areas than any other ethnic group in America. While not all Native Americans dwelling in rural areas live on reservations, a significant percentage of the population does continue to live on Indian land and to be governed by tribal governments. Even for those who do not live on reservations, their familial reservation often continues to hold a deep and important personal and symbolic value.

### **Martin Luther King Jr. Day, January 20, 2014**

The theme for 2014 is "Remember! Celebrate! Act! A Day On, Not A Day Off!!"

It took 15 years to create the federal Martin Luther King, Jr., holiday. Congressman John Conyers, Democrat from Michigan, first introduced legislation for a commemorative holiday four days after King was assassinated in 1968. After the bill became stalled, petitions endorsing the holiday containing six million names were submitted to Congress. Conyers and Rep. Shirley Chisholm, Democrat of New York, resubmitted King holiday legislation each subsequent legislative session. Public pressure for the holiday mounted during the 1982 and 1983 civil rights marches in Washington.

Congress passed the holiday legislation in 1983, which was then signed into law by President Ronald Reagan. A compromise moving the holiday from Jan. 15, King's birthday, which was considered too close to Christmas and New Year's, to the third Monday in January helped overcome opposition to the law.

## VA-ARNG

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Virginia National Guard Equal  
Opportunity Website:  
<https://vko.va.ngb.army.mil/Jstaff/SEEM>

### *Curious About EEO/EO?*

Have a question think it may  
be EEO/EO related or not,  
just ask us and we will get  
you on the right path to the  
answer.



**Question:** What are some techniques I can use to deal with someone I feel has discriminated against me?

**Answer:** One technique is to directly confront the alleged discriminator and inform them why you feel their actions were discriminatory and you want them to not engage in that type of action in the future. A second technique is to indirectly confront the alleged discriminator by sending them an email or letter explaining why you felt their actions were discriminatory. A third technique is to get someone else to speak to the alleged discriminator on your behalf. A fourth technique is to inform your supervisor of the alleged discrimination and let your supervisory chain of command deal with the issue. And the final technique is to contact your EEO office to file an EEO complaint against the alleged discriminator.

